



United States Department of the Interior

OFFICE OF THE SECRETARY
WASHINGTON, D.C. 20240

JAN 14 1976

PERSONNEL MANAGEMENT LETTER NO. 76-2 (711)

Subject: Procedure for Processing Requests for Exceptions
to Internal Regulations

To: Heads of Bureaus and Offices

The Federal Labor Relations Council issued on September 23, 1975, to be effective December 23, 1975, the compelling need criteria against which internal agency regulations or policies would be measured in determining their negotiability. Section 2411.22b of the Council's regulations states,

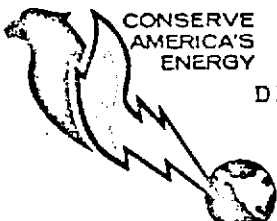
"The Council will review a labor organization's appeal challenging an agency head's determination that an internal agency regulation bars negotiation only if the labor organization has first requested an exception to the regulation from the agency head and that request has been denied or has not been acted upon within the time limits prescribed by 2411.24."

Due to the possible impact on other bureaus or offices, the determination to grant or not grant an exception will be made by the Director, Organization and Personnel Management, Office of the Assistant Secretary - Management after coordination with the bureau or office involved. Denial of a request for an "exception" may require the Department to support a "compelling need" to continue restricting negotiations of the issue contested with the Federal Labor Relations Council.

Therefore, a request by the union at the bargaining level for an "exception" to a regulation or portion of a regulation of a primary national subdivision (bureau or equivalent office) or Department must be submitted immediately upon receipt by the bargaining level management simultaneously to the Departmental Division of Labor Management Relations and the bureau or office (primary national subdivision) involved for determination. The bureau will within ten (10)

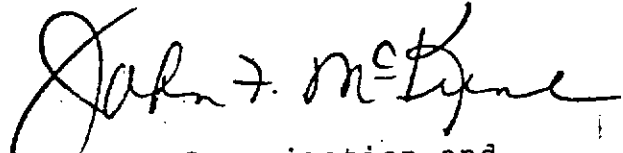
INQUIRIES: Harry Givens, Jr., Chief, Division of
Labor Management Relations, Ext. 6754

DISTRIBUTION: Bureau Headquarters



Save Energy and You Serve America!

days review the request and submit their recommendation to the Departmental Division of Labor Management Relations with background and supporting documentation. The Departmental Division of Labor Management Relations will consult with other bureaus whose regulations may be affected by the decision and will coordinate with the Solicitor's office.

A handwritten signature in dark ink, appearing to read "John F. McElyne". The signature is fluid and cursive, with a large initial "J" and a stylized "M".

Director, Organization and
Personnel Management